

DAN FAUGHNAN**Director, Coaching & Facilitation**

Dan Faughnan is a seasoned executive leader with a remarkable career spanning 30 years with the Canadian Security Intelligence Service (CSIS), and before that, as a senior officer in the Canadian Armed Forces. From domestic offices across Canada to overseas deployments in Western Europe and Afghanistan, Dan served in various executive and senior executive leadership roles and gained extensive experience supporting and managing multiple teams in operations, enterprise risk management, strategic planning, organizational transformation, change management, performance measurement, policy development, personnel management, leadership professional development, emergency and crisis management and business continuity planning. Most recently, following a failed attempt at 'retirement 1.0', Dan served as the Chief Administrative Officer for one of Eastern Ontario's fastest growing communities, contributing his senior leadership acumen to the development of a municipal management team and guiding the creation of a strategic planning framework, as well as a number of significant capital projects, initiatives and the introduction of AI-supported business processes.

Throughout his career, Dan achieved notable milestones, leading various domestic and foreign projects at the director, deputy director general, director general and assistant deputy minister levels. His adept project management skills were evident in successfully managing real property and mission expansion initiatives, both in Canada and abroad. Notably, Dan's visionary leadership and innovative approach resulted in the development of a transformative program IT system, facilitating effective collaboration between enterprise clients and technical developers. His commitment to driving excellence extended to implementing innovative regional operating models, devising performance measurement strategies, and establishing leadership professional development programs.

Dan holds a BA from McGill University and a MA from the University of Toronto. Beyond his professional endeavors, Dan finds fulfillment in hobbies such as distance running, alpine hiking, and foreign travel. Moreover, he actively engages in volunteer work, dedicating his time to foundations and veteran groups, including Team Rubicon Canada—an organization at the forefront of disaster response. With a leadership philosophy grounded in organizational alignment, accountability, diversity and innovation, Dan emphasizes the importance of continuously challenging the status quo, embracing complexity and ambiguity, and enabling the success of others. As a coach, his goal is to help clients uncover their purpose and achieve their leadership and management objectives through personalized approaches tailored to their unique journeys, and to gain a better understanding of the competencies they will need to master as managers and senior executives.